

POLICE BOARD MEMBERS PRESENT:

Mayor Henry Braun, Chair
Yvon Dandurand*
Barb Schimnowsky
Mike Welte*
Mark Warkentin
Chris Dominato
Amanda MacPherson

MANAGEMENT PRESENT:

Acting Chief Constable Brett Crosby-Jones
Deputy Chief Constable Paulette Freill – Administration
Randy Millard – Director of Finance
Patricia Lo – Director of Human Resources (Item 4)
Cst. A Odintsov – Training Constable (Item 4)

REGRETS:

None

RECORDING SECRETARY:

Donna Macey

The meeting was called to order at 12:01PM.

1. Adoption Of Agenda

It was moved and seconded that the Agenda be **approved**. The motion was **adopted**.

2. Consent Agenda

It was moved and seconded that the consent agenda be **approved**. The motion was **adopted**.

- a. Minutes of previous meeting - September 29, 2020
- b. Financial Statements - September 2020
- c. Operational Crime Overview - to September 30, 2020
- d. POLICY I.B.010 Recruitment and Selection et al
- e. 2021 Police Board Meeting Dates

3. Business Arising Out of Previous Minutes

None

4. Presentation – Human Resources

Patricia Lo reviewed the key areas of the Human Resources section:

- Recruiting/Staffing
- Training/Development
- Compensation
- Health and Wellness
- Employee and Labour Relations

The responsibilities within the *Recruiting and Staffing* section were explained, with a more in-depth review of the comprehensive recruit hiring process from beginning of application process through to last step before hiring.

Cst. Odintsov presented on the *Training and Development*, explaining mandatory training and the use of internal trainers and external presenters when a subject matter expert does not exist internally. The other areas of training and development are qualifications, performance management, and supplemental training. The reintegration was explained, noting this training is for officers who have been off the road for some time or been through a traumatic incident to ensure they are ready to return to full duties.

A Vehicle Close Quarter Battle (VCQB) training video was shown to depict how this type of training enhances officer and public safety.

Patricia Lo reviewed the compensation and collective bargaining processes.

Workplace safety was reviewed, specifically the new BBF (blood and bodily fluid) program, injury prevention, and workplace intervention.

The Wellness Programs was reviewed, noting the mandatory annual psychological check-in is into its second year, the peer support team and CISM, as well as support for family members.

Patricia Lo reviewed the various responsibilities within Employee and Labour Relations.

It was moved and seconded that receiving the Human Resources Branch overview presentation be **approved**. The motion was **adopted**.

The Board was appreciative of the report, specifically learning about all the work that goes into recruiting and staffing.

5. Chief's Report

Acting Chief Crosby-Jones reported on the following topics:

- Situation Tables – \$50K funding received. The first mobilization meeting will be November 3 with the table launched December 8. A situation table is used as an exercise to come together as a group of SMEs on various topics to work/solve a problem through sharing of information. This one will involve vulnerable youth, mental health & addiction, and domestic violence.
- OAT in cells and the role of the Salvation Army – Opioid Agonist Treatment in the jail cells to has been launched. This initiative has been put in place to enhance the effectiveness of our duty of care obligations to prisoners and honour the objectives of both the provincial health officer and CACP are introducing through a new program within our cells to help provide alternative drug therapies to individuals in

an effort to curb the number of senseless drug overdoses afflicting our community. Prisoners will have face-to-face access to a doctor through an iPad. That doctor will liaise with a pharmacy to fulfill any medical scripts written by the doctor. The pharmacy would then deliver the drugs to APD Cells.

- Quarantine Act and Enforcement of Public Health Order – we are now moving to the enforcement stage with the lawful orders put in place by the PHO.
- White Rock RCMP and Mental Health files – the police will be billing back to the Health Authority for any waiting time over 30 minutes of a police officer. BC Ambulance also bills back, and they are part of the health care system. Last year White Rock had 190 MH files and this year, to date, AbbyPD have had 1,557 MH files with an average wait time in the hospital of 120 minutes. Our mental health liaison officer will be looking into this option of seeking reimbursement. **Action:** Provide Chair Braun with an estimate of what police hospital wait times are costing.

6. ARJAA Update

Yvon Dandurand reported that since the last meeting he has attended one meeting:

- Continuing discussion on receiving referrals directly from Crown
- Program with schools is suspended due to COVID

It was moved and seconded that receiving the ARJAA update be **approved**. The motion was **adopted**.

7. BCAPB Update

Mike Welte noted that there was no meeting since the last update.

8. E-Comm Update

Mike Welte reported that had an orientation session where he met with staff and had the opportunity learn and talk about some of the more major issues. Next week there will be a budget workshop and strategic planning session.

It was moved and seconded that receiving the E-Comm update be **approved**. The motion was **adopted**.

9. Other Business

Mayor Braun thanked Barb Schimnowsky for all her time and significant contributions to the Board and Department, noting that this is her last Board meeting as her full term expires November 22, 2020. A lunch will be arranged in due course to thank Barb.

10. Questions from the public relating to today's Agenda

None raised.

The meeting was adjourned at 12:45PM.

"Original signed"
Chair – Henry Braun

"Original signed"
Recording Secretary – Donna Macey